



Maine Stater

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UPS 70

Open Enrollment For MSEA Membership Feb. 1 — Feb. 28

The MSEA Board of Directors has approved at their January meeting an open enrollment period for the month of February, during which time **any** non-member may join the union simply by signing up.

New employees (still in their probationary period) may join MSEA anytime, but will also be urged to join during this special enrollment period. **Seasonal** employees, whether working during the current season or not, may also join during the enrollment period (seasonal employees pay MSEA dues only during the time of year they work).

MSEA plans to use this recruitment drive to maximize membership in each statewide bargaining unit — especially now that the union is in negotiations for the next contract. Membership in MSEA is already high, but going into bargaining at maximum strength will benefit all state employees.

Dues-paying members are entitled to many union services and benefits which protect and improve their jobs. Non-members may be getting a "free ride" but its at the expense of fellow employees who are members — and often at their own expense. Non-members who need legal counsel or protection through the grievance process, for instance, must pay in advance for MSEA representation — it can be very costly!

Signing Up Co-Workers

The union counts on members — not just stewards and chapter/local officers — to encourage all eligible employees in each bargaining unit to join. There are a thousand workplaces in Maine State employment, and many different kinds of jobs.

Effective contact with some non-members is often best done by fellow employees!

Income Protection Open Enrollment

Along with the membership drive, MSEA's Board of Directors has agreed with Union Mutual to hold an Income Protection open enrollment period — also February 1-February 28.*

Employees eligible join the Income Protection Program without the need to provide evidence of insurability:

(1) Any non-member who joins MSEA (full-time or part-time employees who work at least 6 months of the year. Coverage is for time worked).

(2) Current MSEA members who have never applied for Income Protection before.

MSEA members who've applied before and been turned down should contact MSEA for further information; you will need a medical report.

INCOME PROTECTION PROGRAM

What if Your Income Stops?

Sick leave is fine, but not everyone is able to save up a substantial amount. Regular, dependable income is of vital importance when non-work related disability makes it impossible to work. Income Protection is the answer and has been since 1968!

How Does Income Protection Work?

You may select any amount of monthly benefit (in multiples of \$100) up to the maximum for which your salary makes you eligible (see chart).

ELIGIBILITY CLASSIFICATION CHART

CLASS	IF YOUR SALARY IS	YOU MAY HAVE INCOME PROTECTION OF
1-2-3	up to \$7,200	\$100, \$200 or \$300
4	\$ 7,200 to \$ 9,000	\$100, \$200, \$300 or \$400
5	\$ 9,000 to \$10,800	\$100, \$200, \$300, \$400 or \$500
6	\$10,800 to \$12,600	\$100, \$200, \$300, \$400, \$500 or \$600
7	\$12,600 to \$14,400	\$100, \$200, \$300, \$400, \$500, \$600 or \$700
8	\$14,400 to \$16,200	\$100, \$200, \$300, \$400, \$500, \$600, \$700 or \$800
9	\$16,200 to \$18,000	\$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800 or \$900
10	\$18,000 to \$19,800	\$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900 or \$1,000
11	\$19,800 to \$21,600	\$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000 or \$1,100
12	\$21,600 to \$23,400	\$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000, \$1,100 or \$1,200
13	\$23,400 and over	\$100, \$200, \$300, \$400, \$500, \$600, \$700, \$800, \$900, \$1,000, \$1,100, \$1,200 or \$1,300

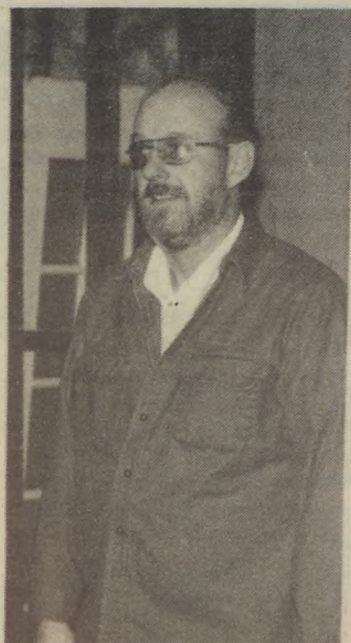
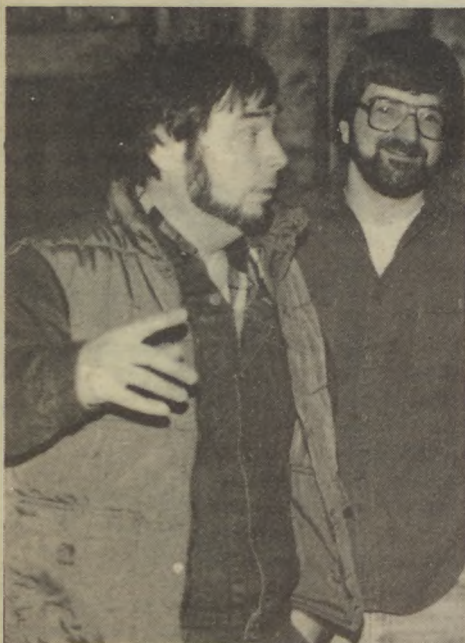
Low Cost of 45¢ Weekly Per \$100 of Monthly Income

For more information or an application form, contact MSEA Headquarters and ask for Ethelyn Purdy (1-800-452-8794).

*There must be 200 new Income Protection Program members during this period to avoid the need to provide evidence of insurability.

Sign Up A Non-member!

Moving in Biddeford: MSEA President Bob Ruhlin, member Dick Hodgdon and steward Ed Peterson discussing renovations at labor office. Story on page 5.



A Year Of Political Action

1986. It's an election year with the Governor's Office (Employer's Office, if you prefer) up for grabs, and Maine Senate and House candidates running for the next, probably quite different, Legislature.

It's a legislative year, with Governor Brennan's last budget and legislative proposals, possible cuts in federal revenue to state government, and MSEA priorities like funding the Court Employee's contract and protection of the Retirement System.

And it's a year of collective bargaining over the wages, benefits and working conditions of thousands of Maine State employees.

MSEA's political action committee — formally known as the PAGE (Political Action by Government Employees) Administrative Committee — has been established from lists of volunteers provided by 1985 convention delegates, and is preparing to tackle 1986 goals. Four state employees, from each MSEA Area have been appointed to the Committee. As a start, over \$700 was raised through a PAGE raffle at the MSEA Convention; more fundraising will soon be taking place.

The PAGE Committee has three general purposes, defined in its constitution.

- (1) Promote the welfare of active and retired state and other public employees in Maine;
- (2) Encourage participation in political activity to advance the cause of good government in Maine in legislation, administration and finance;
- (3) Encourage participation in the political process, and seek out and select candidates committed to the betterment of working and retirement conditions for state and other public employees of Maine.

PAGE Committee members will make endorsements and generate support for legislative campaigns, and will look for membership support for political action throughout this year.

All PAGE Committee members also serve on MSEA's **Legislative Affairs Committee**, along with three MSEA Board Directors, and will be working closely with MSEA Legislative Affairs Director John Lemieux on issues in this session of the 112th Legislature.

The first issue PAGE will be working on is quick and decisive passage of legislation funding contracts for employees of the Judicial Department; a bill is now awaiting a hearing before the legislature's Appropriations Committee.

Tips on Writing to Your Legislator

1. **Write to YOUR Senator or Representative.** If you are a constituent, they will pay attention. Other legislators will refer your letters to them anyway.
2. **Identify yourself.** Tell them that you are registered to vote in their district and mention any affiliation you have (MSEA member, chapter president, etc.). Always include your home address. If they respond, you will have something to report to your PAGE leaders.
3. **Use your own words and stationery.** Avoid using printed postcards or mimeographed letters. If you hand write your letter, write a draft first and make sure the final draft is neat and legible.
4. **Be specific.** When possible, identify a bill by title and number. Otherwise describe your issue in detail.
5. **Explain your position and be constructive.** Tell your legislator how the bill affects you, your family and other workers. If there is another approach to the problem which is better, explain it.
6. **Be polite.** Don't threaten the legislator or pretend to have vast political power. Offer to provide help with research or technical advice when appropriate.
7. **Be brief and don't overdo.** Each letter should be short, sweet and to the point. Try to limit your letter to one page because it is easier to read and digest. Don't be a pen pal. Only write on key issues which are important to you.
8. **Ask for a response.** Urge your legislator to take action on the bill. Ask for a reply to your letter. This will help you and your union know where the legislator stands on the issues, hopefully before the vote so more work can be done if necessary.
9. **Follow-up.** If you receive no reply, follow up with another letter or a telephone call. During sessions, House members can be reached by phone at 1-800-423-2900 or by mail at State House Station #2, Augusta, ME 04333. Senators can be reached by phone at 1-800-423-6900 or by mail at State House Station #3, Augusta, ME 04333. You can be polite and persistent. Remember — they work for you.

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Income Protection Reminder

MSEA members who wish to increase their Income Protection coverage following the recent pay increase have **31 days** from the date the increase appears in your paycheck.

Cycle A's increase appeared in the paycheck dated 1/15/86.

Cycle B's increase appeared in the paycheck dated 1/22/86.

THE MAINE STATER

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New MSEA Board Directors

MSEA is led by an elected president, vice-president, and thirteen-member Board of Directors (four active state employees from each Area, and one retiree). The Board meets monthly, and with the Executive Director acts as the ongoing policy-making body of the union.

Six newly-elected Directors joined the Board this January. Four were elected for two-year terms by delegates at Convention; two were chosen by delegates at Special Caucuses held since the Convention to fill out unexpired, one-year terms.

Eunice Cotton was elected to fill Jim Webster's seat when he won the MSEA vice presidency. Board member Carol Gould resigned for personal reasons, and an Area III Caucus elected Wayne Hollingworth to serve out the second year of her present term.



Ray Dzialo, Area III

Ray Dzialo, of Biddeford, has been a Probation-Parole Officer for seven years in several locations in Maine, presently in York County.

Dzialo is a member of this year's Grievance Committee, and he served on the Labor-Management Committee set up between MSEA and the Corrections Department. He has been Probation-Parole Chapter president and vice-president. A delegate to the last four Conventions, he is also a veteran MSEA steward.



Mary Anne Turowski, Area I

A six-year state employee who is an Income Maintenance Specialist in the Department of Human Services, Mary Anne Turowski lives in Bangor. An MSEA steward for the last four years, Turowski is also president of Penobscot Chapter, has been a delegate to four Conventions, and served on the Comparable Worth Committee. She is now on the Statewide Bargaining Team representing Professional-Technical employees.

"Enhancing communication with the membership" is the way Turowski perceives her job on the Board. As a Chief Steward over the last year, she has become familiar with a variety of state worksites and employee issues.



Wayne Hollingworth, Area III

Wayne Hollingworth lives in Freeport and has worked for six years for Human Services in Lewiston, presently as a Child Protective Worker.

President of Androscoggin Chapter in 1984-85 and a steward for the last four years, Hollingworth has served on the Organizational Review and Finance Committees. Active in several MSEA organizing drives, he has also taught grievance handling and assertiveness training at the union's summer institutes. He was one of two Members of the Year in 1984.



Sharon Hanley, Area II

Sharon Hanley, of Gardiner, is a 19-year Maine State employee working as an Information Specialist for the Department of Education at the Maine State Library.

Hanley was president of Capitol Chapter in 1985, Chair of the PAGE Committee for 1984-85, and has served on the Resolutions Committee. A chief steward in the Augusta area, she has also been on the Bargaining Committee for all of MSEA's contracts and is a member of this year's Bargaining Team.

"I'd like to focus on getting more members involved," Hanley said, expressing concern about the effect apathy can have on union goals. "I want to learn and listen, and I'm not going to be shy about voicing my opinion."



Eunice Cotton, Area II

Eunice Cotton, a 24-year state employee, lives and works as a Human Services Laboratory Technician in Augusta.

An eight-year steward, Cotton is Leadbetter Chapter president this year. She has served on each Statewide Bargaining Committee, and has been a delegate to the last four Conventions. She has also participated in MSEA's ongoing Comparable Worth study.

"I'd like to increase lines of communications between MSEA leaders and the membership," Cotton said. "I'd also hope to see more chapters involved in steward training, encouraging new stewards to come in, meet experienced stewards."

Dan Glidden, Area I

Dan Glidden, of Ashland, is a 17-year Game Warden in the Department of Inland Fisheries and Wildlife. In addition to his current district, he has worked up at Clayton Lake and the Lewiston-Auburn area.

Glidden served on the 1985 Game Warden Bargaining Team, which negotiated over the recent impact on the Supreme Court **Garcia** decision on overtime pay for Law Enforcement employees, and is now on the Labor-Management Committee set up between Wardens and the Department.

LETTERS To The Editor



The Maine Stater welcomes letters from MSEA members on issues of general concern to the membership!

For Those Eligible for Social Security at 65:

Change in Law May Mean Your Social Security Check Will Be Affected by Your State Pension

Are you a Maine State employee who has worked outside of state service long enough to be eligible for social security retirement benefits at 65? Many state workers have.

If you're one, and you plan to retire based on both your Maine State Retirement System pension and social security, a 1983 change in federal law may affect you.

According to the Social Security Administration, the changed law applies to retired or disabled workers who are first eligible **after 1985** for both a social security benefit and a pension from work not covered by social security (i.e., Maine State employment).

Your Maine State Retirement System pension will **not** be reduced.

It works this way. You're **not** affected by the change, if before January 1, 1986:

1. You reached 62.
2. You became disabled and are still entitled to a social security disability benefit in the year before you reach 62, even if you reach 62 after January 1, 1986.
3. You received or were first **eligible** to receive, your state pension. (You are considered eligible to receive your state pension if you meet the requirements of the pension plan before January 1, 1986, **even if you continue to work.**)

You **are** affected by the change if you meet both of the following conditions:

1. You reach 62 **or** become disabled after January 1, 1986, and

2. You first become **eligible** after January 1, 1986 for a monthly retirement check from the Maine State Retirement System.

According to the Social Security Administration, "the purpose of the new benefit formula is to eliminate an unintended advantage that ... the social security benefit formula gave workers who also have pensions from employment not covered by social security."

How much will your social security check be reduced if you are affected by this change in the law?

Your social security benefit is calculated by a formula based on a percentage of your earnings. The change in the law **reduces** that percentage.

Check with your local Social Security office for information on how to figure how much your social security benefit will be.

News In Review



Chapter Contributes

On January 11 in Belfast, Lise Herold and Dean Colby from MSEA's Knox-Waldo Chapter presented a \$250 check to local sponsors of and participants in the Special Olympics. The Kennedy Foundation has established the Special Olympics for those with handicaps.

"Our chapter voted the money as a way of making a charitable contribution to our community," Herold said. "Many state employees come in contact with these folks at work."

Probation-Parole Officer Wins Upgrade

MSEA won a close decision before the permanent reclassification arbitrator in December resulting in an upgrade for a Probation-Parole Officer I to II, with retroactive pay to September, 1982.

The arbitrator based the decision on several significant changes of duty taken on by the Probation-Parole Officer after he had already worked at his job for up to a year. The duties assigned to the officer which changed his job were: (1) regular training and orientation; (2) district coordinator of public speaking assignments; (3) holding preliminary hearings.

MSEA Reclass Analyst Betty Robinson emphasized that had the officer been performing these tasks at all since his date of hire, MSEA would **not** have won the case. The union must be able to prove "significant change" in job duties when seeking an arbitrator's decision in a reclassification appeal.

Since the decision, other Probation-Parole employees have filed for reclassifications — with the help of Chapter President Nancy Bouchard and stewards — but in many cases, they have been performing these job duties from date of hire, making a successful reclass unlikely. MSEA is reviewing each case.

What "Significant Change" Means

The standard of "significant change" is **the** big issue in reclassification/reallocation appeals. **Any** cases now not meeting such a standard of change in job duties are being screened out of the arbitration process.

'Questionable' cases are being reviewed by MSEA's Grievance Committee for consideration.

Some general rules of thumb used in deciding whether a reclassification appeal should go forward are printed below: All MSEA members considering appeal of their job classification should be aware of them.

1. Duties must show change **since job last evaluated** by Personnel or if no former evaluation, since hire.

2. New duties must indicate higher classification or pay range, i.e., not "more of the same" or increased workload.

3. Change must be in the purpose of the job, change in level of responsibilities, or change in organizational structure (unit or dept. reorganization).

4. New duties must change overall scope or focus of job. If amount of time spent on different tasks changes, but tasks remain the same, that is not "significant change."

5. How much time do new tasks take (must be at least 8-10%).

6. Addition of computer for clerks does not constitute change (except for Clerk I or Clerk Typist I), unless programming responsibilities are involved.

7. Modified rules and regulations alone do not constitute "significant change."

Arbitrator Awards Income Maintenance Supervisors Range Increase

In December, Reclassification Arbitrator Phil Dunn awarded 40 Income Maintenance Supervisors in the Department of Human Services a range change from 22 to 23, with back pay to March 1983.

Last June, MSEA won a substantial pay increase in arbitration for 275 of the employees they supervise — Income Maintenance Specialists — retroactive to April, 1980. Specialists perform the daily work of determining eligibility of persons seeking food stamps, Aid to Families with Dependent Children, and medical benefits. (After some delay, the Department has promised to implement that award at range 18 this March, but the issue of retroactive pay for those workers is still being disputed. MSEA is grieving the Department's interpretation of that part of the award to arbitration.)

Each Income Maintenance Supervisor oversees the work of about eight Specialists. This includes a 6-month training process for specialists hired into the job, monthly monitoring of their caseloads, guidance and assistance in applying rules and regulations, and handling of client complaints and hearings. The arbitrator decided that the high number of people each supervisor was responsible for was the key element in granting them an increase to the range 23 pay level.

State Agrees to Back Pay for Some Acting Capacity Work During 1983-84

When the 1984 contracts were settled, state employees were entitled to a lump sum equal to 3½% base pay or \$400, whichever was greater, for each week worked between July 1, 1983 and February 29, 1985. However, the State refused to pay this amount to new employees hired into acting capacity status during this period.

MSEA brought a class action grievance on behalf of two groups affected by this policy: (1) employees who were in acting capacity for more than 6 months, and who were **still** in acting capacity **on the September 3, 1984 effective date of the contracts**; and (2) employees who were appointed to permanent positions — whether or not they were still in probationary status — by September 3, 1984, and who had served in acting capacity during the period between July 1, 1983 and February 29, 1984.

The grievance went to arbitration, but the arbitrator ruled that anyone who was still in acting capacity on September 3, 1984 was **not** entitled to the lump sum. However, as briefs were being submitted, the State **did** agree that employees who were in permanent positions on September 3, 1984 **are**

entitled to the lump sum for their prior acting capacity service, provided there was no break in service.

If you believe you are entitled to retroactive pay under this agreement, you must contact MSEA and leave your name with Shawn Keenan, MSEA staff attorney, or his secretary, Cheryl Stoddard. Shawn will then submit a list of those claiming this benefit to the State for payment.

To be eligible for the 3½% or \$400 lump sum, you **must**:

— have been employed in a permanent position, even if you were still in probationary status in that position, on September 3, 1984;

— have been a **new** employee hired into acting capacity (usually to substitute for a permanent employee out on leave) between July 1, 1983 and February 29, 1984; and

— had no break in service between your acting capacity assignment and September 3, 1984.

MSEA Hats



Nothing has been more popular among members in the last three years — except maybe pay raises — than MSEA hats. We've distributed thousands and requests still come in for more.

MSEA now has "winter hats" with the logo (full cap without arsement in back).

MSEA Headquarters will arrange for chapters to receive hats at ½ the retail cost (\$1.70 each; MSEA will pay the rest) if there are interested members. **Chapter presidents** must do the ordering of hats directly; individual requests for hats won't be handled by headquarters, and chapters must reimburse MSEA Headquarters for ½ total cost after delivery.

It may take several weeks for an order of hats to be met: we already have requests from chapters pending. But if your chapter orders 'em, we'll get 'em!

ARDITO'S RESTAURANT: 10% DISCOUNT

MSEA members who show their membership card will receive a **10% discount** on dinner and drinks Tuesday through Thursday nights. Good through March 1, 1986. (Ardito's: Winthrop Street (Augusta Airport), Augusta.)

Bargaining Team Members

Administrative Services

Marilyn Crochere	Public Safety
Jay Poor	Public Safety
Nancy Henry	B.M.H.I.
Jack Decker	State, Motor Vehicles
Jeannine Boulanger	Pineland

Law Enforcement Services

Dan Day	Conservation
Dan Kelley	Corrections
Stu Morin	Marine Resources
Ben Conant	Public Safety
Ken Quirion	Public Safety

Operations, Maintenance & Support Services

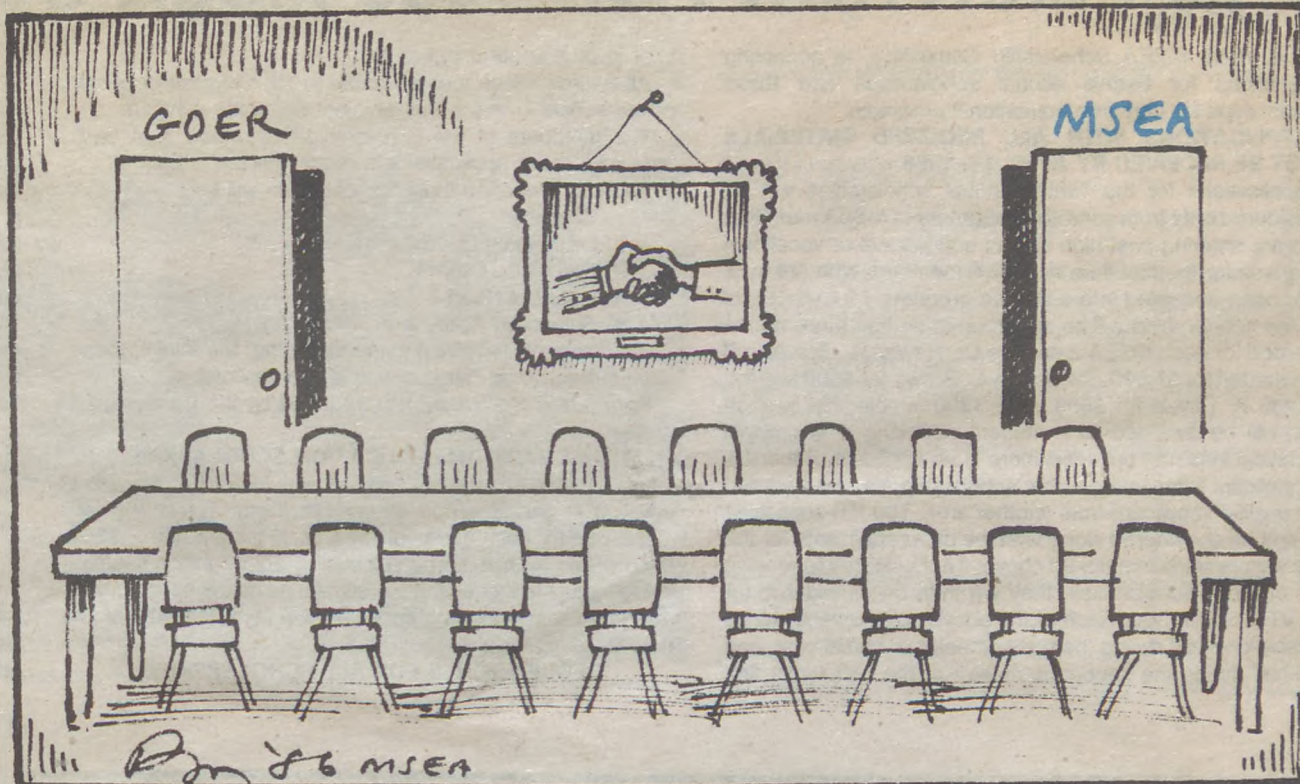
John Veader	I. F. & W.
Howard Getchell	Transportation
Fred Chase	Transportation
Harold West	Transportation
Lise Herold	Conservation

Professional/Technical Services

Mary Ann Turowski	Human Services
Nancy Gee	A.M.H.I.
Trudy Morine	B.M.H.I.
Gerry Stanton	Maine Correctional Center
Sharon Hanley	Education & Cultural Services

Supervisory

Dan Casey	Maine State Prison
Daryl Essency	Maine State Prison
Waldo Gilpatrick	Human Services
Ed Wilson	Public Safety
Lou Poulin	Transportation
Dail Ruhlin	Human Services
Jim Farr	Corrections
Tom Wellman	Human Services
Wayne Shirley	B.M.H.I.



Talks Start

Statewide bargaining for MSEA's fifth contract begins on January 28, 1986 at 9 a.m. at the Oblate House in Augusta.

Final bargaining demands have been set following the January 11 bargaining committee and team meeting. Chief Negotiator Steve Leech will lead MSEA bargaining teams in negotiations with state management representatives, headed by Ken Walo and Gary Mather from the State Office of Employee Relations.

Good luck!



Biddeford DOL Office— —Solving A Safety Problem The Right Way

Some Maine state employees who work in office buildings have waited in vain for years for effective action to be taken to protect their health and safety — Caribou Human Services comes to mind — while others benefit from enlightened management.

Employees at the Department of Labor's Biddeford office building can count themselves lucky to be in the latter category.

Over a month ago, building repairs started at the DOL Biddeford office. Quickly, it became evident that the contractor's commitment to complete the renovations — which included installing steel beams in the ceiling, tearing down walls, and major repairs to an elevator shaft — during non-working hours and with minimum risk to the employees' safety was impossible to meet.

On January 13, office steward Ed Peterson and MSEA field rep. Ron Ahlquist met with Labor Commissioner Pat McDonough about the problem in Augusta. She immediately took action, arranging to have the 30 employees relocated to temporary office space within the week, while renovations continued on a full-time basis.

Though the move caused some inconvenience, it was better for employees than the prospect of office hazards and safety risks.

"It's always nice to work with a Department head who's concerned enough to take effective action," Ahlquist said. "In some cases, it's taken other Departments — like Human Services — years to even recognize a problem."



MSEA President Bob Ruhlin visited Biddeford DOL office in January, talked with Donna Thomas, Doris Luebbert, and Margarite Belanger.

APPLICATION FOR 1986 MSEA SCHOLARSHIPS

The 1986 MSEA Scholarship Committee, is accepting applications for **twelve** annual scholarships and **three** scholarships for part-time educational programs.

APPLICATIONS WITH ALL REQUIRED MATERIALS MUST BE RECEIVED BY APRIL 14, 1986.

Applications for the twelve annual scholarships will be considered **only** from sons and daughters of MSEA members who are entering post-high school educational or vocational programs for the first time **or** MSEA members who are in or have been accepted into a degree program.

Nine scholarships will be apportioned so that three will be awarded for each MSEA area. The Dr. Howard L. Bowen will be awarded for **\$1,000**, the Murray L. Brown for **\$500** and the George A. Davala for **\$500**. One **\$300** scholarship in each area will be awarded to a student attending a Vocational Technical Institute, provided there is an applicant. If there is no applicant from an area, that scholarship may be awarded to a qualified applicant from another area. The VTI applicants will first be considered along with the other applicants for the nine scholarships mentioned above; if not selected to receive one of those scholarships, they will then be considered for the VTI scholarships. Each of the above scholarships will be payable one-half during the first semester or partial year, and one-half during the second semester of the recipient's first

year in post secondary school.

All awards will be made payable to the treasurer or bursar of the school in which the recipient becomes enrolled.

The members of the Scholarship Committee from each area will screen applications from other areas.

Basis for awarding these scholarships will be:

1. Character
2. Leadership Qualities
3. Service to Others
4. Financial Need
5. Scholastic Ability and Initiative

Each item will receive a numerical rating; the total of these ratings determines the success of the application.

Personal interviews may be required by the Committee if needed.

THREE PART-TIME EDUCATION SCHOLARSHIPS

MSEA is also offering scholarships to MSEA members enrolled in part-time educational programs. Three scholarships, one for each geographical area, in the amount of **\$250** each will be awarded. The selection process will be handled in the same manner and at the same time as the scholarships offered to sons and daughters of MSEA members who are in degree programs.

REQUIREMENTS FOR ALL SCHOLARSHIPS

(1) A transcript of your high school record; (2) a statement or personal letter indicating reasons for making application; (3) an itemized statement of your and, if you are a dependent, your parents' or guardians' financial resources and outstanding obligations, **AND** Page 1 of their 1985 Federal Income Tax statement (all to be held in strict confidence); (4) a description of your extracurricular activities; and (5) references as noted on your application. Items 4 and 5 should contain information on character, leadership, and service to others and any other information which indicates why this applicant should be considered. **It will be the responsibility of the applicant to be sure all of the references required (one scholastic and one non-scholastic, non-relative) are received by April 14, 1986.**

Applications must be mailed to Maine State Employees Association, 65 State Street, Augusta, Maine 04330, so that they will be received by **April 14, 1986**. Additional applications are available from MSEA Headquarters.

The scholarship application form, and any additional information concerning the availability of any MSEA Chapter scholarships, will also be run in the next Stater late in February.

APPLICATION FOR THE DR. HOWARD L. BOWEN, THE MURRAY BROWN, AND THE GEORGE A. DAVALA MSEA SCHOLARSHIPS

THIS APPLICATION FORM MAY ALSO BE USED FOR THE THREE PART-TIME EDUCATIONAL PROGRAM
SCHOLARSHIPS AND THE THREE VTI SCHOLARSHIP

FULL NAME _____ DATE OF BIRTH _____

MAILING ADDRESS _____

LEGAL ADDRESS (if different from above) _____

*FATHER'S/GUARDIAN'S NAME _____

ADDRESS _____

OCCUPATION _____

YEARLY INCOME FROM ALL SOURCES _____

NAMES, AGES AND RELATIONSHIP OF DEPENDENTS _____

*MOTHER'S/GUARDIAN'S NAME _____

ADDRESS _____

OCCUPATION _____

YEARLY INCOME FROM ALL SOURCES _____

NAMES, AGES AND RELATIONSHIP OF DEPENDENTS (if different from Father's) _____

*If not a dependent, use above spaces for own and spouse's information.

INCOME FROM ALL SOURCES (if additional to parents) _____

TO WHICH MSEA CHAPTER DO YOU OR YOUR PARENT(S) BELONG _____

HAVE YOU BEEN ACCEPTED FOR POST-HIGH SCHOOL EDUCATION _____

DATE OF ACCEPTANCE _____ NAME OF SCHOOL _____

ADDRESS OF SCHOOL _____

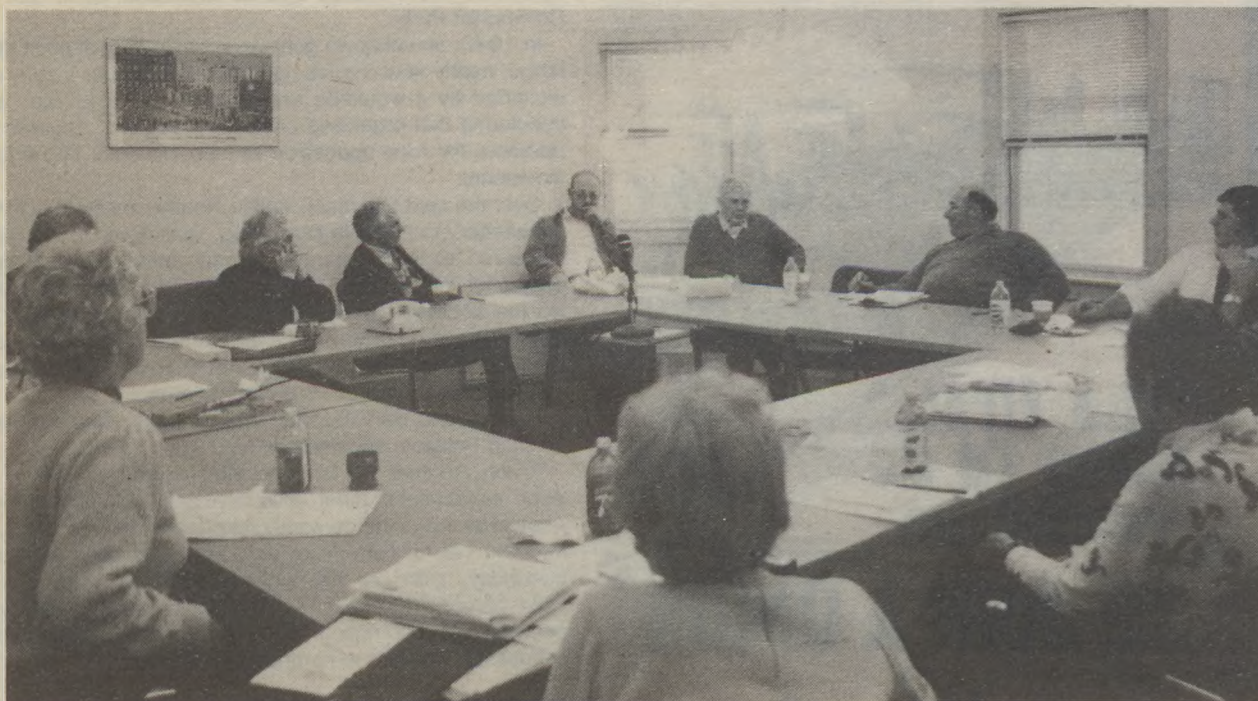
WHAT COURSE DO YOU PLAN TO TAKE _____

LENGTH OF THIS COURSE (years, months, etc.) _____

NAME OF HIGH SCHOOL FROM WHICH YOU ARE TO BE OR HAVE GRADUATED OR POST SECONDARY SCHOOL LAST ATTENDED _____

NAME OF GUIDANCE DIRECTOR OR ADVISOR AND ADDRESS _____

REQUIRED REFERENCES: One scholastic and one non-scholastic (a non-relative). No Application will be considered unless requirements 1 through 4 are met. Applicants not meeting requirement 5 will still be considered, however, their final rating may be affected. (Note additional requirements) **PLEASE NOTE: It will be necessary for you to ask each of your references to send his/her letter of recommendation to the Chairperson of the MSEA Scholarship Committee.** Application and accompanying data should also be mailed to the Chairperson of the MSEA Scholarship Committee, 65 State Street, Augusta, Maine 04330.



Retirees Meet On '86 Agenda

On January 16 the MSEA Retirees Steering Committee met in Augusta to plan the year's priorities. Legislation affecting the Maine State Retirement System is at the top of the list. MSEA President Bob Ruhlin and VP Jim Webster joined the meeting during discussion of a proposal for a statewide retiree conference in May.

A Word About Paying Taxes . . .

Use Of Vehicles Now Taxable As A Fringe Benefit

The Tax Reform Act of 1984 provided that effective **January 1, 1985** "gross income" for federal income tax purposes includes employer-provided fringe benefits (unless the benefit falls within one of four limited statutory exceptions). New temporary federal regulations concerning taxation and valuation of fringe benefits were issued this December, retroactive to January 1, 1985.

One fringe benefit covered is the employer-provided vehicle. Many state employees assigned state vehicles in 1985 have already received notice from the State that personal or commuting use of those vehicles is now subject to tax. Understandably, this has led many to ask MSEA for information on the new tax rules. This is an effort to answer those questions.

The federal regulations provide that any **personal use** of an employer-provided vehicle, unless such use is minimal ("deminimus"), is a taxable fringe benefit — therefore, a value for such use must be included in the employee's "gross income." "Personal use" is any use of the vehicle other than use in the business of being an employee of the employer. Use of an employer-provided vehicle for commuting is taxable "personal use" even if the employer requires commuting use for business reasons. Such use is not minimal so long as the commuting use occurs more than once a month.

Valuation of the Fringe Benefit

A. General Rule

The value of the availability of an employer-provided vehicle is determined by reference to the cost to a hypothetical person of leasing from a hypothetical third party the same or comparable vehicle on the same or comparable terms in the geographic area in which the vehicle is available for use.

B. Special Valuation Rules

There are three special valuation rules regarding employer-provided vehicles. Use of the special rules is **optional**. For 1985, an employer and employee may use any applicable special rule, or no special rule. For 1985, an employee may use a special valuation rule (**other than** the "vehicle cents-per-mile" valuation rule, described below) even if the employer does not use the same rule. However, in 1986 and thereafter an employee's use of a special rule must be consistent with the employer's use of the rule.

MSEA has been informed that at least one State (#1 below) for 1985. If you used an employer-provided vehicle for commuting or personal business during 1985, and you have not yet been informed what valuation rule **your** department is using, you should obtain that information from your department before completing your tax return.

1. Commuting Valuation Rule.

This valuation rule may be used if the following criteria are met:

- A. The vehicle is owned or leased by the employer and is provided to one or more employees for use in connection with the employer's trade or business;
- B. For bona fide, noncompensatory business reasons, the employer requires the employee to commute to and/or from work in the vehicle;
- C. The employer has established a written policy under which the employee may not use the vehicle for personal purposes, other than for commuting or minimal personal use (ex: a personal errand on the way between a business delivery and home). (**Note:** the policy need not be written with respect to commuting use which occurs prior to 1-1-86);
- D. Except for minimal personal use, the employee does not use the vehicle for any personal purpose other than commuting;
- E. The employee is not a top management employee of the employer.

If these criteria are met, this rule may be used. It provides that the value of the commuting use of an employer-provided vehicle is \$1.50 per one-way commute. (e.g. from home to work or from work to home). If there is more than one employee who commutes in the vehicle, the amount includible in the income of **each employee** is \$1.50 per one-way commute.

The commuting valuation rule only applies if the employer requires the employee to commute for **noncompensatory business reasons**. If the employee is compensated for commuting time, it appears this rule may **not** be used. More importantly, an employee in that situation may be able to argue that use of the vehicle is not for either commuting or personal purposes and thus is not subject to taxation. In addition to employees who are explicitly compensated for commuting time, non-standard employees who are paid a salary regardless of the number of hours they work may be able to argue that their salary includes compensation for commuting time.

Also, note that the regulations simply define "commuting" as travel from home to "work," and from "work" to home. If your department has designated your home as your headquarters for purposes of mileage reimbursement, you may be able to argue that you do not commute, and, therefore, are not subject to taxation on use of an employer-provided vehicle.

2. Vehicle Cents-Per-Mile Valuation Rule

This rule may be used for valuation if the employer provides the employee with the use of a vehicle that the employer reasonably expects will be regularly used in the employer's trade or business throughout the calendar year. Under this rule, the value of the benefit is determined by multiplying the standard mileage rate (for 1985, 21 cents/mile for the first

15,000 miles and 11 cents/mile thereafter) by the total number of miles the vehicle is driven by employee for personal purposes. Note that maintenance of and insurance for the vehicle are included in the cents-per-mile rate, as well as fuel provided by the employer. An employee may adopt this rule **only** if the rule is adopted by the employer.

3. Annual Lease Value (ALV)

If the employer provides an employee with an automobile that is available to the employee for the entire calendar year, the value of the benefit may be determined by the ALV. To determine the ALV, the first step is to determine the fair market value (FMV) of the auto as of January 1, 1985 (or the date the auto became available to the employee if after January 1, 1985). The FMV is that amount you would have to pay a third party to purchase the auto. The regulations provide that one way to determine FMV is to take the employer's cost of purchasing the auto. With some exceptions, a nationally recognized pricing guide may also be used to determine the FMV. (Note that the FMV does not include the value of any specialized equipment that is carried in the auto if the equipment is required by the business needs of the employer).

After arriving at the FMV, one looks to the ALV Table set forth in the federal regulations. **For example**, a vehicle with a FMV of \$4,000 to \$4,999 has an ALV of \$1,600. The ALV includes the value of maintenance and insurance. It does not include the value of fuel provided by the employer. Fuel may be valued at the FMV or at 5.5 cents per mile.

If the auto is available for less than an entire year but for periods of 30 days or more, the value is a **pro-rated ALV**. For periods of continuous availability of less than 30 days, there is a **daily lease value**. Note that if an auto is unavailable to an employee because of personal reasons, a pro-rated ALV may not be used. For example, if the auto is available during the first five months and the last five months of the calendar year but unavailable during the other two months because the employee is on vacation, the ALV would have to be applied to the entire 12-month period. Once the ALV rule has been adopted by an employee, the rule must be used for all subsequent periods the auto is available to the employee, except that the employee may subsequently use the commuting valuation rule if the employer decides to use the commuting rule.

Conclusion

These are the basic rules governing tax on the use of employer-provided vehicles. The rules may apply differently based on individual circumstances. MSEA is not equipped to answer **specific** questions you may have in completing your tax return. If you have questions that are not answered here, contact the Internal Revenue Service office in your area, or consult with an expert tax-preparer (for example, an accountant or attorney specializing in tax).

Labor History

MSEA is running a series of labor history articles from time-to-time in the **Stater**.

These articles, written by members of the New York State Labor History Association, provide a continuing source of information for this central but often-neglected feature of U.S. History.

Roosevelt And Labor

"The President wants you to unionize!" Under that banner, in the spring of 1933, the United Mine Workers, stripped of its onetime eminence and strength by more than a decade of economic depression, anti-union actions by mineowners, and bitter internal dissension, launched an unprecedented organizing drive in the nation's coalfields. Into that drive, the UMW's President John L. Lewis threw the union's "last penny," a hundred organizers, and countless volunteers. Within weeks, the union recruited some 200,000 members.

The miners weren't alone. Across the country, in one industry after another, hundreds of thousands of workers enlisted in unions — where they did not exist, they organized them. Within a few months, the American Federation of Labor recouped the membership losses imposed by more than a decade of unemployment, widespread open-shop campaigns, and big industry-sponsored company unions. The union movement came alive.

Its resurgence was a major, but only one, part in the desperate struggle of the nation's economy to break free from the stultifying years of unrelieved economic depression. Under the spur of the New Deal's recovery program, people went back to work, production expanded, and hopes rose for a brighter future.

Looming over this brightening scene was the suddenly giant figure of Franklin Delano Roosevelt, twenty-second president of the United States. Born on January 30, 1882 to the patrician Roosevelts of Dutchess County, New York, he served as Assistant Secretary of Navy in the Woodrow Wilson administration and was a candidate for vice president in 1920. His promising career was seemingly cut short by a crippling attack of polio. But he emerged from the struggle to become — leg braces, wheelchair and all — governor of New York and, in 1932, the Democratic candidate for president.

People seemed to sense in him a concern for the 'forgotten man,' and a commitment to economic recovery that did not emerge in any great detail from his campaign. But he was hopeful in ways that were foreign to his opponent, President Herbert Hoover, who had presided with seeming indifference and only occasional hand-wringing over four years of bitter depression, unemployment, and suffering. That, in the final November count, provided the decisive margin that put Roosevelt in the White House.

In the first, now-celebrated hundred days of his administration, Roosevelt won enactment of a wide variety of measures aimed at rescuing the nation from the depths of depression. For American workers, not the least of them was the National Industrial Recovery Act which, in its famed Section 7a, gave them for the first time the statutory right to organize and bargain collectively in unions of their own choosing.

And, by the tens of thousands, they chose. Where the National Recovery Administration failed to back up that newly-won right (and that was often), workers fought for it on picket lines in unprecedented numbers. When the Supreme Court knocked out that law, the Roosevelt administration restated its commitment with the National Labor Relations Act, commonly called the Wagner Act.

No less important was the birth of a new and long-lived partnership between FDR and American labor. Out of that coalition came, not merely a political team that was a major force in years to come, but a long list of legislation that provided the American people with basic measures of security against hunger, the economic consequences of unemployment and old age, and the economic crimes of long hours of work and subsistence wages. Beyond that, it gave American labor a new stature, an unaccustomed voice in the halls of government.

The partnership was not always an easy or a harmonious one. The union movement and its parts sometimes differed, sometimes sharply, with FDR and his administration. But at the bottom there was a mutual recognition that the general welfare of the American people was a first and overriding responsibility of government; that it was not confined to the rich and powerful, and that the agonies of the depression should never again be allowed to happen.



A poster used by the CIO to recruit new union members.

Walter Reuther

From the time he rose to prominence during the sit-down strikes of the 1930s, Walter Reuther was a pivotal figure in the labor movement's progressive wing. Under his leadership, the UAW became the most socially-conscious union in the AFL-CIO, widely recognized for its vital role in the Democratic Party and its consistent advocacy of black civil rights.

Reuther and his younger brothers, Victor and Roy, literally grew up in the labor movement. Their German-born father, Valentine Reuther, was an organizer for the brewery workers and an active member of the Socialist Party in West Virginia. Walter was born in 1907 and during his boyhood years in Wheeling, adopted the socialist politics and trade-union sympathies of his father.

Having apprenticed as a tool-and-die maker at age 17, Reuther drove to Detroit in 1927 and hired into the toolroom of the Ford Motor Company. For the next five years, Walter attended classes at Fordson High School and the City College of Detroit (now Wayne State University) while working full time at Ford.

In the depression year of 1932, the Ford Motor Company laid Walter off. Since Ford was then building a factory for the Soviet Union, and the new plant needed experienced tool-and-die makers, Walter and his brother Vic left the United States early in 1933 and hired on at the Gorky plant in west-central Russia. Their travels lasted three years and circled the globe as they returned to the United States via China and Japan.

When Walter and Victor arrived in Detroit late in 1935, they immediately joined the fledgling movement to build the United Auto Workers. Detroit's workers were ready to act after seven years of wage cuts, speed up, and frequent layoffs, and the New Deal's labor legislation guaranteed their right to join a union.

In response to this growing ferment, Reuther helped organize the UAW's West Side Local 174 and became its first president in September, 1936. Beginning with a membership of only 78 workers and a treasury that often dipped below \$10, Local 174 grew at an extraordinary pace over the next 12 months, adding 30,000 members in a whirlwind of sitdown strikes and organizing campaigns.

In 1939, Reuther became director of the UAW's General Motors' department and, when confronted by the company's refusal to bargain in good faith, promptly called a successful strike against the giant automaker. Three years later, his growing stature among autoworkers won him the union's first Vice Presidency.

The early post-World War II years were especially noteworthy — and tumultuous — for Reuther. Immediately after leading the UAW in a 113-day strike against GM in 1945-46, he won election to the UAW Presidency by defeating the incumbent R. J. Thomas. Several years of bitter factional conflict followed led by a coalition of liberals,

socialists, and Catholics against opponents allied with the Communist Party.

In 1948, an unknown gunman shot Reuther at point blank range, nearly severing his right arm. His brother Victor, also wounded by a would-be assassin the following year, later concluded that organized crime elements had targeted the Reuthers for their opposition to mob influence in the labor movement.

Over the next 20 years, Walter Reuther made the UAW a pacesetter in collective bargaining, winning such innovative measures as supplemental unemployment benefits, company-paid health benefits, and fully-funded pensions. Having left the Socialist Party when it refused to support the New Deal in the late 1930s, Reuther worked in the Democratic Party to promote the Civil Rights Act of 1964, national health care legislation, and other progressive measures.

Reuther and his wife, May Wolf Reuther, died in a plane crash in Pellston, Michigan on May 10, 1970.


Walter Reuther will long be remembered as one of the labor movement's most articulate and visionary leaders. Acutely aware of the demoralizing effects of joblessness, his frequent call for full employment programs rings especially true today. "It is more than a matter of economic justice to the wage-earner," he observed in 1955. "It is a matter of necessity to our nation, for freedom and unemployment cannot live together in democracy's house."

Adult Education Opportunities

Educational opportunities for adults are available across the state through the network of **public school adult education programs**. There are over 155 such programs from Fort Kent to Berwick offering wide range of courses and recreational activities to adults. They are supported financially through local and state tax revenue, and are generally available at a nominal cost.

These programs are designed to meet educational needs of adults in local communities. Adults without a high school credential may earn their diploma through adult education. Vocational courses are available in areas such as secretarial, carpentry, auto mechanics, real estate and welding. General interest courses are offered on topics ranging from photography to advertising. Exercise and health programs are offered for those interested.

If any of these are of interest to you, contact your local Adult Education office or the superintendent of schools in your area. Find out what is available and take advantage of your tax dollar at work!



Brooks Drugs

Membership Benefit

10% Discount

Brooks Drugs will take 10% off prescriptions, diabetic supplies, and vitamins, purchased by MSEA members or retirees.

Show your MSEA membership card for the discount. Ask to fill out a "Courtesy Club" card.

Brooks Drugs management promises that if you can get the same product at another drug store cheaper, show the evidence to Brooks and they'll discount 10% off that price.

Brooks Drugs Locations

Augusta	Belfast
Sanford	Calais
Kennebunk	Houlton
Saco	Fort Fairfield
Portland	Caribou
Gray	Van Buren
Lisbon Falls	Madawaska
Rumford	Fort Kent
Jay	Dover-Foxcroft
Rockland	Milo
Camden	Freeport
Topsham	North Windham